

Lead Principal Consultant – State and Local HR Consulting Washington, D.C. – 2 block access to Union Station Metro Redline \$74,538 - \$93,173 Annual, Plus Bonus Opportunities

THE POSITION

CPS Human Resource Services seeks applicants for a Principal Consultant to coordinate delivery of HR projects in our expanding state and local consulting practice managed in our DC office. The Principal will focus on the delivery of HR management services to cities, counties and special districts. We are currently expanding services to clients in the D.C. Metro area, Maryland, Virginia, Pennsylvania, New York, and New Jersey. We are looking for a highly energetic, flexible, and dependable professional who has functioned as a senior HR practitioner in a high demand, fast-paced work environment.

WHAT'S THE WORK ABOUT?

You will provide lead oversight in the following areas:

- ◆ Responding to client requests, preparing proposals and bids for work, and assembling and developing project teams for our growing local government practice.
- ◆ Coordinating and ensuring Consultants' project work is completed.
- ◆ Working on a variety of projects for clients such as: conducting comprehensive classification and compensation studies for states and municipalities, including proposing a system that is reasonable and proportionate to each jurisdictions' resources, and gaining acceptance of the agency's employee association.
- ◆ Serve as a business partner with a large state, local or county government to develop alternative compensation systems, conduct business process re-engineering, conduct employment discrimination complaint investigations, and facilitate change management.
- ◆ Develop senior executive and employee performance management systems for government agencies including self-assessment process and outcome based performance targets.

WHAT'S OUR ENVIRONMENT LIKE?

You'll be working with a collegial, collaborative group of professionals who are committed to providing exceptional HR services to local and state government clients. The CPS team is diverse with varying HR backgrounds, and is intelligent, motivated, creative and enthusiastic about the CPS mission of improving the quality of HR management in the public sector. We offer exciting, meaningful work where you can use and enhance your expertise, problem solve, lead and influence others and manage diverse HR projects.

QUALIFICATIONS

Experience: **Classification and Compensation; Performance Management; and Industrial/Organizational psychology education and experience related to Employment Test Development** in a government HR environment, or consultant to governments. Excellent organizational and writing skills. Four to six years of relevant experience.

Education: Equivalent to a Bachelor's Degree in a relevant field.

SELECTION PROCESS

Qualified candidates must complete the online application form at:

www.cps.ca.gov. **Resumes may be attached to application.**

Applications will be screened on a continuous basis during the recruitment period. The most qualified applicants may be invited to participate in an oral interview.



THE ORGANIZATION

CPS is a self-supporting public agency providing a full range of human resource services to the public and nonprofit sectors. We have unique expertise in delivering HR management and consulting services, employment testing, assessment services, and applicant tracking software to government agencies throughout North America. We assist organizations across the talent management continuum in recruiting, selecting, and developing employees.

BENEFITS

Our excellent benefits package includes; PTO of 16 days in first year, 11 paid holidays including Dec 25th-Jan 1st holiday closure, health insurance effective in 1 month, transit pass benefit of \$1196 annually, business casual attire, and many other competitive benefits such as dental, vision, retirement plan, tuition reimbursement.

CPS IS AN EQUAL OPPORTUNITY EMPLOYER

To all, regardless of race, color, ancestry, religion, sex, national origin, marital status, age, sexual orientation, mental or physical disability, or perceived disability.



Human Resource Services

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FINAL FILING DATE: Until Filled